

The Director of Central Intelligence

Washington, D.C. 20505

Intelligence Community Staff

IC 78-2363

May 9, 1978

MEMORANDUM FOR: Dr. Gerald P. Dinneen  
Assistant Secretary of Defense for Command,  
Control, Communications, and Intelligence

FROM:   
Deputy to the DCI for Resource Management

SUBJECT: DoD Efforts to Solve Linguist Problems

1. The Intelligence Community has been concerned for some time with the growing requirements for linguists, a decline in the quality and availability of skilled linguists, and the need to make better use of the linguist resources that are already available. The DCI's Task Force on Linguistic Problems has identified a number of problems, including: accurate definition of present and future requirements for linguists; linguist recruitment and training; certification and re-testing of language proficiency; language skill maintenance programs; efficient assignment and use of linguist resources already trained and available in the forces; retention of skilled language technicians; and funding of the development of improved language training materials and techniques.

2. Since so much is being done or planned in this area by the services, it would be helpful to the DCI's Task Force to receive a review of these activities. To this end, it is requested that your staff ask each of the military services to outline the actions and policies they have enacted, provide measures of their effectiveness and describe the progress that has been made in solving problems in the following areas:

- development of a coherent and effective service linguist policy, including the establishment of focal points for linguist personnel management;

- identification and documentation of positions requiring linguistic capability in authorization documents, including the required levels of proficiency;

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-- review and improvement of the methods used to define present and future linguist requirements, including projection of future language training needs and Defense Language Institute (DLI) enrollments;

-- improvement of the competitive position of linguist careers as compared to other critical specialties in the recruitment of high-aptitude personnel;

-- addressal of the problem of declining language aptitude test scores and the need for pre-training in English grammar of some language students;

-- development and introduction of language skill maintenance programs, and improved assignment and use of intelligence linguists, especially in CONUS and Hawaii;

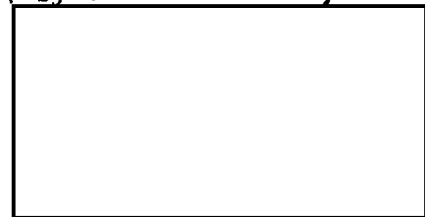
-- improvement of the retention of linguists and encouragement of skill improvement through incentives such as enlistment and reenlistment bonuses, proficiency pay awards, accelerated promotion, and enhanced career opportunities for language specialists; and

-- provision of adequate funding of research and development on language training materials and techniques at DLI.

After you have received the service submissions, it would also be helpful if ASD(C3I) would review them in order to identify effective initiatives that can be adopted by all the services, and define the obstacles, if any, to adoption of DoD-wide policies and actions in this area.

3. Your assistance in this area is appreciated. Please provide the review to  of my staff by 30 June 1978.

cc: DIRNSA



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The Director of Central Intelligence

Washington, D.C. 20505

Intelligence Community Staff

May 8, 1978

Mr. John J. Hicks, Director  
National Foreign Assessment Center  
Central Intelligence Agency  
Washington, D.C.

Dear John:

Thank you for your letter of recommendation on behalf of [REDACTED]. As you know, the final size of the Resource Management Staff has yet to be determined, so no staffing can be done at the moment. However, I will be sure to keep [REDACTED] resume on file for consideration at the appropriate time, and I appreciate your taking the time to convey your own personal regard for her capabilities.

Sincerely,

Deputy to the DCI for  
Resource Management

JEK: pm

*Chambers* INTELLIGENCE COMMUNITY STAFF

May 8, 1978

NOTE FOR: The Director of Central Intelligence

FROM:



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These are the materials on appeals which we prepared early last week for the NFIB meeting. As you know, the House report was released late Friday. We will provide you with an updated assessment. Most of the program managers should have received their copies of the House Report before today luncheon. A few may not have, however, because some of the agencies' registries were not able to receive material at this classification level after 5:00 Friday.

**INFORMATION**

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